



# Haryana Government Gazette

## EXTRAORDINARY

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हरियाणा सरकार

श्रम विभाग

अधिसूचना

दिनांक 29 सितम्बर, 2015

**संख्या 11/19/2015-4श्रम-** कारखाना अधिनियम, 1948 (1948 का केन्द्रीय अधिनियम 63), की धारा 66 की उप-धारा (1) के खण्ड (ख) के परन्तुक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुये, हरियाणा के राज्यपाल, इसके द्वारा, मैसर्स एडविक्स नोर्थ इण्डिया प्राईवेट लिमिटेड, प्लॉट नं० 7, 8, 9, सेक्टर-30 बी, आई0एम0टी0, रोहतक, हरियाणा के सम्बन्ध में उक्त अधिनियम की धारा 66 की उपधारा (1) के खण्ड (ख) में अधिकथित सीमाओं को परिवर्तित करते हैं ताकि इस अधिसूचना के राजपत्र में प्रकाशन की तिथि से एक वर्ष की अवधि के लिए सायं 7-00 बजे से रात्रि 10-00 बजे के बीच दो शिफ्टों में महिला कर्मकारों को निम्नलिखित शर्तों के अधीन रहते हुए नियोजन प्राधिकृत किया जा सके, अर्थात्:-

1. किसी भी महिला कर्मकार से रात्रि 10.00 बजे से प्रातः 6.00 बजे के बीच कारखाने में कार्य करने की अपेक्षा नहीं की जायेगी अथवा उसे अनुमति नहीं दी जाएगी।
2. किसी भी महिला कर्मकार से किसी भी दिन नौ घण्टे से अधिक और किसी भी सप्ताह में अड़तालीस घण्टों से अधिक काम करने की अपेक्षा नहीं की जाएगी अथवा उसे अनुमति नहीं दी जाएगी।
3. किसी भी महिला कर्मकार को, जो सायं 7.00 बजे से रात्रि 10 बजे की अवधि के दौरान काम करने से इन्कार करती है, तो उसे इस कारण से नियोजन से नहीं हटाया जायेगा अथवा अलग नहीं किया जायेगा।
4. किसी भी महिला कर्मकार को दूसरी शिफ्ट में कार्य करने के लिये अकेला नहीं लगाया जायेगा।
5. डाक्टर तथा महिला नर्स लगाते हुए, दूसरी शिफ्ट में महिला कर्मकारों को मुफ्त चिकित्सा सुविधाएं उपलब्ध करवाई जाएंगी।
6. अधिष्ठाता, महिला कर्मकारों के साथ उनकी सुरक्षा के लिए उन्हें लाने और वापस ले जाने वाले प्रत्येक वाहन पर महिला सुरक्षा गार्ड उपलब्ध करवाएगा।
7. अधिष्ठाता, महिला कर्मकारों के बच्चों के उपयोग के लिये क्रैच का रखरखाव करेगा।
8. साप्ताहिक अवकाश के बाद महिला कर्मकारों की शिफ्ट बदली जाएगी।
9. कम्पनी महिला कर्मकारों को उनके निवास स्थान से कारखाने तक लाने और वापस जाने के लिए मुफ्त परिवहन सुविधा की व्यवस्था करेगी जिन्हें रात्रि 10 बजे तक दूसरी शिफ्ट में कार्य के लिए बुलाया जाता है।
10. कारखाना की केन्टीन में महिला कर्मकारों के लिए खाने की व्यवस्था की जाएगी ताकि महिला कर्मकार दूसरी शिफ्ट के दौरान भोजन कर सकें।
11. प्रबन्धक, विशाखा तथा अन्य बनाम राजस्थान सरकार के मामले में माननीय सर्वोच्च न्यायालय द्वारा दिए गये न्यायनिर्णय दिनांक 13 अगस्त, 1997, (ए.आई.आर 1997 सर्वोच्च न्यायालय-3011) के निर्देश के निबन्धनों के अनुसार महिला कर्मकारों के कार्य स्थल पर उनके यौन उत्पीड़न की सुरक्षा सुनिश्चित करेंगे।

शशि गुलाटी,

अतिरिक्त मुख्य सचिव, हरियाणा सरकार,  
श्रम तथा रोजगार विभाग।

**HARYANA GOVERNMENT****LABOUR DEPARTMENT****Notification**

The 29th September, 2015

**No. 11/19/2015-4Lab.**—In exercise of the powers conferred by the proviso to clause (b) of Sub-section (1) of Section 66 of the Factories Act, 1948 (Central Act 63 of 1948), the Governor of Haryana hereby varies the limits laid down in clause (b) of Sub-section (1) of Section 66 of the said Act in respect of M/s Advics North India Private Limited, Rohtak, Plot No. 7, 8 & 9, Sector-30B, IMT Rohtak, Haryana, so as to authorize the employment of woman workers in two shifts between the hours of 7.00 a.m. to 10.00 p.m. for a period of one year from the date of publication of this notification in the Official Gazette subject to the following conditions, namely:—

1. No woman worker shall be required or allowed to work in the factory between 10.00 p.m. to 6:00 a.m.
2. No woman worker shall be required or allowed to work for more than 9 hours in a day and 48 hours in a week.
3. No woman worker who declines to work during the period 7.00 p.m. to 10.00 p.m. shall be removed from employment or discriminated on this account.
4. No woman worker shall be engaged alone to work in the second shift.
5. The free medical facility by engaging a doctor and a female nurse shall be provided to the woman workers in the second shift.
6. The occupier shall provide lady security guard to accompany the woman workers on each transportation vehicle for their safety.
7. The occupier shall maintain a 'Creche' for the use of children of woman workers.
8. The shift of woman workers shall be changed after a weekly holiday.
9. The company shall provide free transport facility to woman workers from their residence and back who are called to work in the second shift upto 10.00 p.m.
10. The arrangements for meal shall be made in the canteen of the factory so that the woman workers can take their meals in the second shift.
11. The management shall ensure protection of woman workers from sexual harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka and others *Vs.* State of Rajasthan *vide* judgment dated 13th August, 1997 (AIR 1997 Supreme Court-3011).

SHASHI GULATI,  
Additional Chief Secretary to Government Haryana,  
Labour and Employment Department.

**HARYANA GOVERNMENT****LABOUR DEPARTMENT****Notification**

The 29th September, 2015

**No. I.R.-II-Exmp/NS (W)/Mgt/2015/128/38166.**—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Eui Limited, Unit No. 1, 4th Floor, Tower B, Building No. 6, Gil it/its SEZ, Dundahera, Sector-21, Gurgaon** from the operation of the provisions of Section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:—

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site ([www.hrlabour.gov.in](http://www.hrlabour.gov.in))
2. The total No. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others *Vs.* State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

C. R. RANA,  
Labour Commissioner, Haryana.

**HARYANA GOVERNMENT****LABOUR DEPARTMENT****Notification**

The 29th September, 2015

**No. I.R.-II-Exmp/NS (W)/Mgt/2015/129/38168.**—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Zomato Media Pvt. Ltd., Plot 139-P, Sector-44, Gurgaon** from the operation of the provisions of Section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:—

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site ([www.hrlabour.gov.in](http://www.hrlabour.gov.in))
2. The total No. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others *Vs.* State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge /management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

C. R. RANA,  
Labour Commissioner, Haryana.

**HARYANA GOVERNMENT****LABOUR DEPARTMENT****Notification**

The 29th September, 2015

**No. I.R.-II-Exmp/NS (W)/Mgt/2015/131/38170.**—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s S & P Capital IQ (India) Pvt. Ltd., 5A, 9th Floor DLF Cyber City Gurgaon** from the operation of the provisions of Section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site ([www.hrlabour.gov.in](http://www.hrlabour.gov.in))
2. The total No. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others *Vs.* State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

C. R. RANA,  
Labour Commissioner, Haryana.

**HARYANA GOVERNMENT****WOMEN & CHILD DEVELOPMENT DEPARTMENT****Notification**

The 29th September, 2015

**No. 966-SW(3)-2015.**—The Governor of Haryana is pleased to notify Haryana Women Development Corporation as an agency for receiving/transferring the grants made under Sub-section (2) of Section 8 of the Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013.

Chandigarh:  
The 14 September, 2015.

DR. AVTAR SINGH,  
Principal Secretary to Government Haryana,  
Women and Child Development Department.